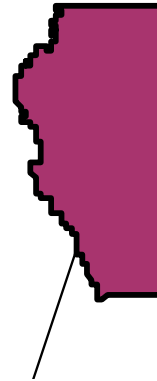
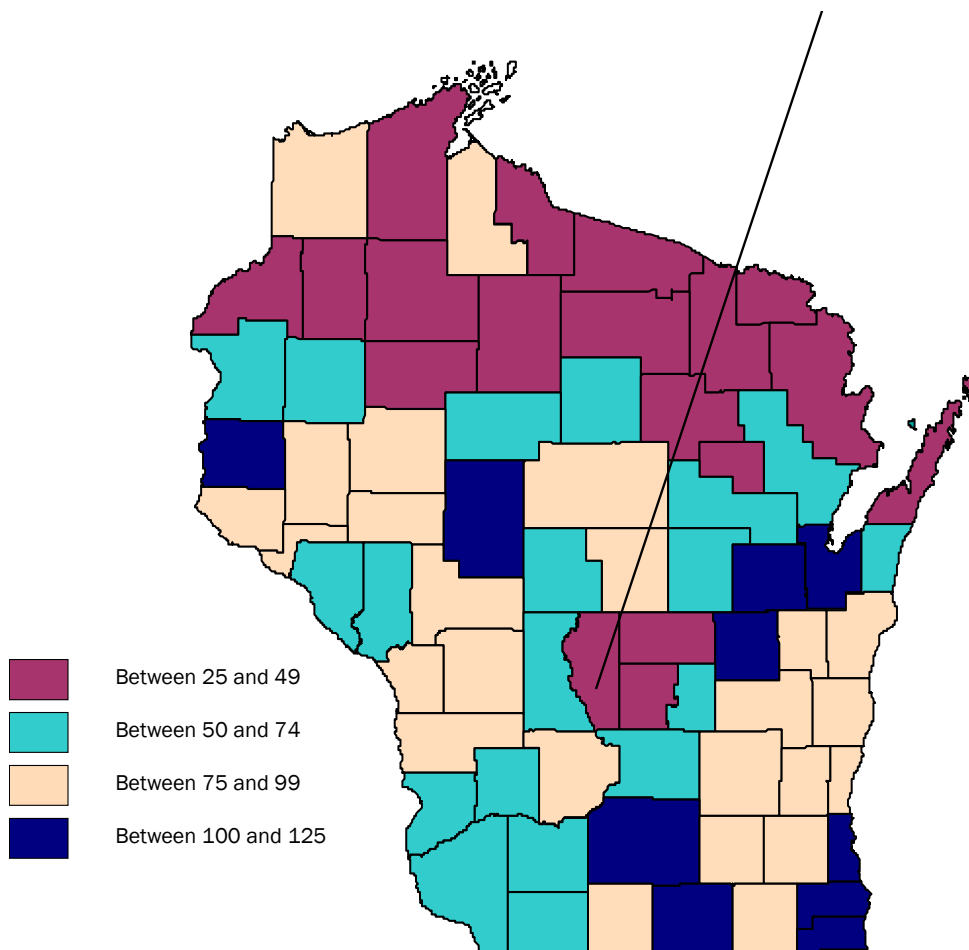


# Adams County Workforce Profile



The number of residents aged 25-29 years for every  
100 residents aged 60-64 years in year 2025



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



## County Population

Population trends affect the supply of workers, the ability to attract employers and the demand for goods and services. Adams County added roughly 787 people or about 4 percent to its population between the April 2000 Census and the January 2004 population estimates. The towns of Rome and Quincy added 334 people, which

55-and-over group will grow from something like 7,320 people (roughly 35 percent of the population in 2005) to nearly 11,250 (approximately half of the population in 2030).

In the year 2005, Adams County is projected to have about 69 residents aged 25 to 29 for every 100 residents aged 60 to 64; by 2025, there will be just 37 residents aged 25 to 29 for every 100 residents aged 60 to 64. In 2005, projections suggest that 3,188 residents will be aged 5 to 19 (approximately primary and secondary school ages). By 2020, this number will fall by 22 percent to 2,496. Together these trends could generate pressure to change funding or spending for social services or education. Such changes could affect the number of qualified workers available.

### Total Population

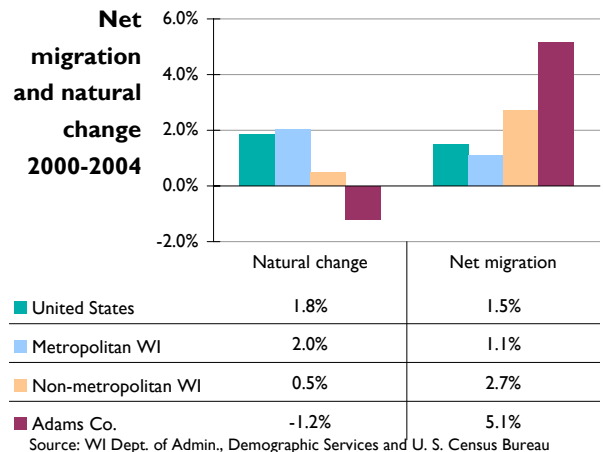
	April 2000 Census	Jan. 1, 2004 estimate	Numeric change	Percent change
<b>United States</b>	281,421,906	292,287,454	10,865,548	3.9%
<b>Wisconsin</b>	5,363,715	5,532,955	169,240	3.2%
<b>Adams County</b>	19,920	20,707	787	4.0%
<b>Largest Municipalities</b>				
Rome, Town	2,656	2,888	232	8.7%
New Chester, Town	2,141	2,081	-60	-2.8%
Adams, City	1,831	1,843	12	0.7%
Dell Prairie, Town	1,415	1,480	65	4.6%
Preston, Town	1,360	1,429	69	5.1%
Adams, Town	1,267	1,288	21	1.7%
Quincy, Town	1,181	1,283	102	8.6%
Easton, Town	1,194	1,260	66	5.5%
Springville, Town	1,167	1,235	68	5.8%
Strong's Prairie, Town	1,115	1,137	22	2.0%

Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

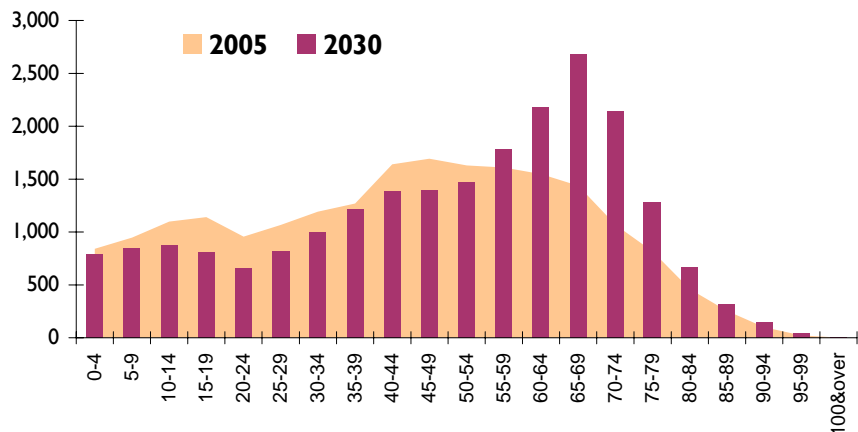
translates to about 42 percent of the county's population growth. The county's growth (4.0%) was faster than Wisconsin's (3.1%) and the nation's (3.9%).

The county's population growth also was different in character. Adams County experienced more deaths than births between 2000 and 2004, so all of its population gain was attributable to net migration (people moving in minus people moving out). Wisconsin demographers expect more deaths than births in Adams County through 2030 and expect net migration to slow between 2005 and 2030.

The graph to the right contrasts the age demographics of 2005 (the lighter area) with the age demographics projected for 2030 (the darker bars). Every age group under 55 years old is projected to be smaller in 2030 than in 2005. The



### Population by Age Groups in Adams County



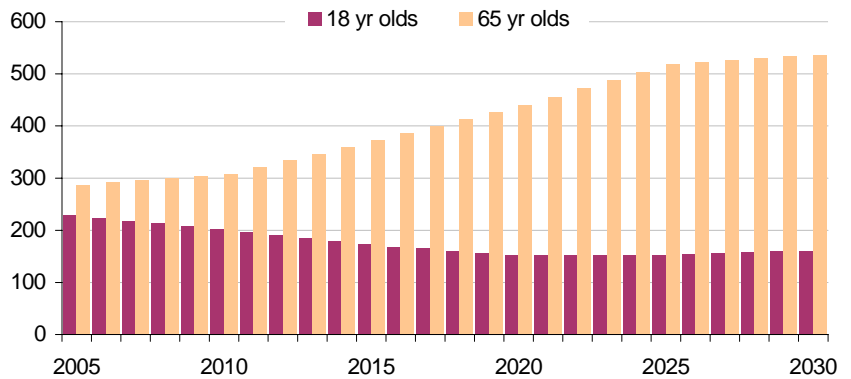
Source: WI Dept. of Administration, Demographic Services

## Future Population and Labor Supply

The graph to the right shows how many people will turn 18 each year and how many people will turn 65 each year. Some workers will start their careers later than the age of 18 and some will leave the labor market before reaching 65, but these can be rough proxies for people entering the labor market and people leaving the labor market. Between 2005 and 2030, the number of residents turning 18 each year shrinks from roughly 228 to 161; meanwhile the number of residents turning 65 each year grows from 288 to 537. This has serious implications for any establishment whose customer base or employee pool includes significant numbers of baby boomers.

The baby boom (1946 to 1964) was dominated by white, non-Hispanic children. Subsequent increases in national birth rates relied heavily on Hispanic and non-white parents. The graph below shows that even compared to homogeneous Wisconsin, Adams County lacks the robust diversity that can help drive labor force growth. For reasons beyond the scope of this profile, the labor force participation rate (the frequency with which people work and look for work) tends to be higher among Hispanic and non-white populations than it is among white non-Hispanic populations.

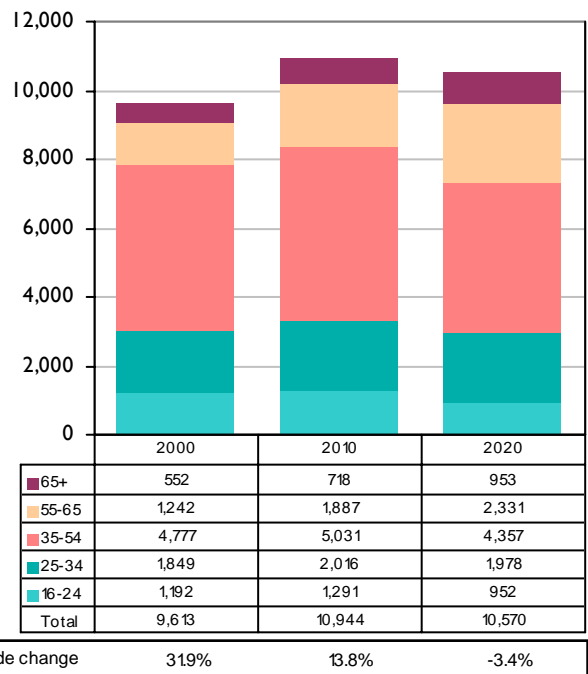
**Convergence of 18 & 65 year old population in Adams County**



Source: WI Dept. of Administration, Demographic Services

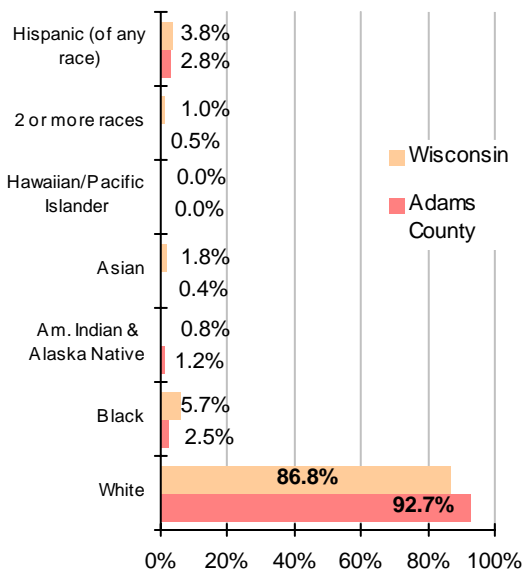
Below, the Labor Force Projections by Age graph is based on current participation in Adams County with adjustments in each age group based on national projections. Older cohorts are more white and non-Hispanic, so their participation rates may be below national levels. From 1990 to 2000, the labor force grew 32 percent. Between 2000 and 2010, it will grow at roughly half that rate. In the following decade (2010 to 2020) it will shrink. Even changes much milder than predicted could constrain job growth.

**Adams County Labor Force Projections by Age**



Source: DWD, Office of Economic Advisors, August 2004

**Race and ethnic distribution**

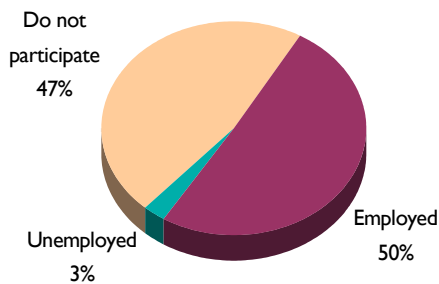


Source: U.S. Census Population Characteristics Estimates, 2002

## Current Labor Force

The participation rate is the share of population 16 years and older that is employed or unemployed. In 2003, the national participation rate was 66.3 percent and Wisconsin's was 72.9 percent. In Adams County, the participation rate of 53 percent indicates that 47 percent of the 16-and-over population did not participate in the labor force by working or seeking

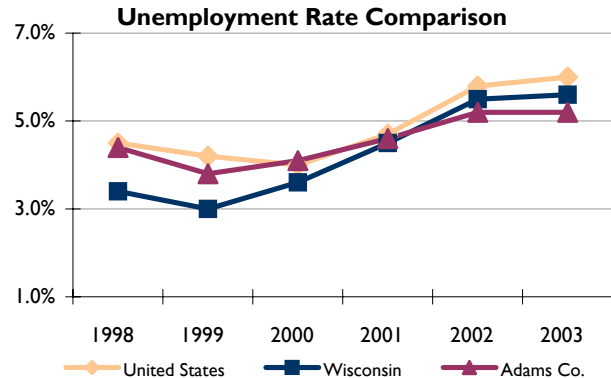
**Labor force participation in Adams County**



Source: DWD, Office of Economic Advisors, July 2004

work. The group that does not participate usually includes retirees, students and at-home parents. In Adams County, retirees are probably the most prominent segment of this group and analysis on pages 1-2 suggests that it will become more prominent in years to come.

The unemployment rate graph below shows rates rising sharply in 2001 and 2002, when the economy softened. If there had been more people entering the labor market, Adams County's rates probably would have risen more, as in the early 1990s.



**Adams County Civilian Labor Force Data**

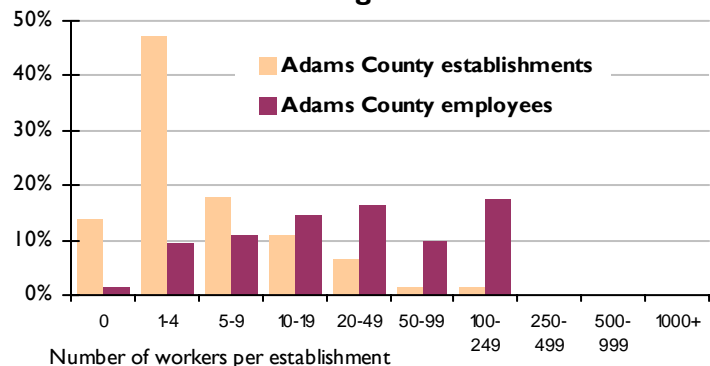
	1998	1999	2000	2001	2002	2003
Labor Force	8,167	7,822	8,043	8,272	8,368	8,403
Employed	7,811	7,528	7,711	7,891	7,930	7,967
Unemployed	356	294	332	381	438	436
Unemployment Rate	4.4%	3.8%	4.1%	4.6%	5.2%	5.2%

Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

## Establishments by Size

The graph to the right shows that nearly 79 percent of the establishments in Adams County reported nine or fewer employees. This corresponds to the first three bars in the lighter colored series. The four size classes from 10 to 249 (10-19, 20-49, 50-99 and 100-249 employees) contained 21 percent of the county's establishments. The darker set of bars tells a different story. The establishments with nine or fewer employees provided just under 22 percent of the jobs while the establishments with 10 to 249 employees provided just over 58 percent of the jobs. For confidentiality reasons, data on establishments with 250-499 employees is withheld, but the author estimates roughly a fifth of the county's jobs belong there.

**Share of establishments & employers in size range in 2003**



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

## Industries & employers by size

Listed in the table at the top of the page, Adams County's ten largest industry groups provided roughly 56 percent of the jobs in the county. As the school-aged population shrinks, educational services may have difficulty maintaining staffing levels. The retirement-aged population will grow far faster than those in prime tax-paying years, so growing costs could reduce incar-

ceration rates. Also, healthcare and nursing for the elderly could find their funding stretched thinner.

Listed in the table in the middle of the page, Adams County's largest employers accounted for about 49 percent of the jobs in the county. Age demographics discussed on pages 1-2 will have a significant impact on this list too.

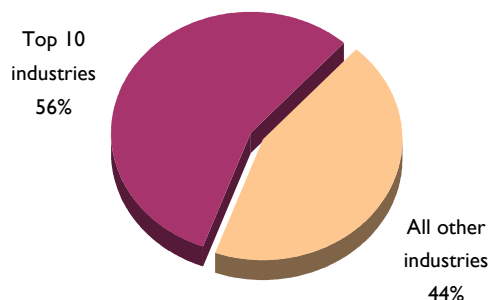
### Top 10 Industries in Adams County

Industry	March 2004		Numeric Employment Change	
	Establishments	Employees	2003-2004	1999-2004
Educational services	suppressed	suppressed	not avail.	not avail.
Justice, public order, & safety activity	suppressed	suppressed	not avail.	not avail.
Food services & drinking places	32	261	36	16
Paper manufacturing	suppressed	suppressed	not avail.	not avail.
Hospitals	suppressed	suppressed	not avail.	not avail.
Accommodation	suppressed	suppressed	not avail.	not avail.
Executive, legislative, & gen government	15	173	6	41
Crop production	14	169	6	70
Nursing & residential care facilities	suppressed	suppressed	not avail.	not avail.
Utilities	suppressed	suppressed	not avail.	not avail.

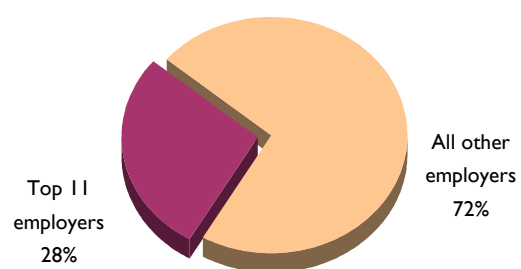
### Top 10 Employers in Adams County

Establishment	Product or Service	Size (Dec. 2003)
Adams-Friendship Public School	Elementary and secondary schools	250-499 employees
Department of Justice	Correctional institutions	250-499 employees
County of Adams	Executive and legislative offices, combined	250-499 employees
Stone Container Corp.	Corrugated and solid fiber box manufacturing	100-249 employees
Moundview Memorial Hospital & Clinics	General medical and surgical hospitals	100-249 employees
Chula Vista Inc.	Hotels and motels, except casino hotels	100-249 employees
Mid South Nursing Homes	Nursing care facilities	100-249 employees
Adams-Columbia Electric Coop.	Electric power distribution	100-249 employees
Spencer I G A Inc.	Supermarkets and other grocery stores	100-249 employees
Manternach Development Co. Inc.	Prefabricated wood building manufacturing	100-249 employees

Share of jobs in top 10 industries in Adams County



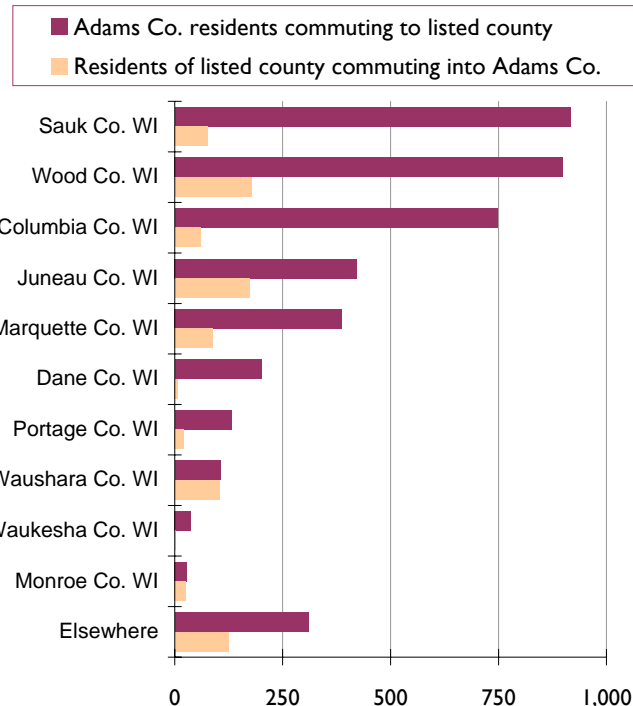
Share of Vilas County jobs with top 11 employers



Source: DWD, Bureau of Workforce Information, Quarterly Census of Employment and Wages

## Commuting

In April of 2003, the Census Bureau released county-to-county worker flow files. Derived from those files, the chart to the right is dominated by Adams County residents going to Sauk, Wood and Columbia counties for work, with smaller numbers of workers coming from Wood, Marquette and Waushara counties. About a fifth of Adams County's workers come from other counties while over half of Adams County's working residents commute out. Geography, housing costs, wage differentials and industry mix contribute to these trends. The border with Juneau County is long and county borders run near or through locally important municipalities such as Wisconsin Dells and the Town of Rome. Workers living near borders may find that jobs in neighboring counties are closer than many jobs in their county of residence. The overall number of jobs in Sauk, Columbia and Wood counties is far greater than that in Adams. Wood County offers an exceptional concentration of health services employment as well as strong wages. Columbia, Sauk and Wood counties also have more manufacturing jobs.



Source: U.S. Census 2000, Special tabulations: Worker Flow Files

## Key occupations & wages

The table to the right lists some of the occupations with the greatest estimated employment in the Adams County area. The range bracketed by the 25<sup>th</sup> percentile wage and the 75<sup>th</sup> percentile wage might be called a "typical wage range" because a quarter of the occupation's workers earn less, a quarter earn more and about half earn a wage somewhere in the range.

Those occupations requiring less training and education tend to see lower wages and narrower wage ranges (e.g. cashier or waiter/waitress). These factors contribute to turnover. Many well-paid technical or professional positions congregate around groups of economic hubs such as headquarters and major operational centers. Less metropolitan areas tend to see less white collar work and more general labor, as the table indicates.

Occupation title	Hourly Wages			
	Mean	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
Cashiers	\$7.59	\$6.46	\$7.44	\$8.52
Team assemblers	\$11.08	\$9.05	\$11.49	\$13.23
Truck drivers, heavy & tractor-trailer	\$20.47	\$16.17	\$21.25	\$25.54
Nursing aides, orderlies, & attendants	\$10.62	\$9.20	\$10.22	\$11.74
Janitors & cleaners, except maids & hskpg. cleaners	\$9.47	\$7.49	\$9.52	\$11.02
Waiters & waitresses	\$6.61	\$5.85	\$6.33	\$6.81
Laborers & freight, stock, & material movers, hand	\$9.30	\$7.06	\$9.42	\$10.90
Comb. food prep.& serving workers (fast food)	\$7.83	\$6.04	\$6.87	\$8.77
Retail salespersons	\$9.02	\$7.38	\$8.44	\$9.96
Office clerks, general	\$11.22	\$9.44	\$10.95	\$13.05
Registered nurses	\$22.72	\$19.68	\$22.32	\$25.65
Secretaries, except legal, medical, & executive	\$10.78	\$9.05	\$10.76	\$12.62
Packaging & filling machine operators & tenders	\$11.71	\$9.54	\$10.76	\$14.85
Bookkeeping, accounting, & auditing clerks	\$11.65	\$9.83	\$11.00	\$13.17
Industrial truck & tractor operators	\$12.90	\$10.93	\$12.56	\$14.18
General & operations managers	\$39.89	\$23.61	\$29.87	\$44.94
Elem. school teachers, except special ed.	-	-	-	-
1st-line supvr/mgrs. of prod. & operating workers	\$21.67	\$13.95	\$18.34	\$24.11
1st-line suprvs/mgrs. of office & admin. support	\$18.13	\$13.50	\$16.71	\$21.20
Teacher assistants	-	-	-	-

Adams County is part of an area which includes Adams, Jackson, Juneau, and Monroe counties.

Source: DWD, Office of Economic Advisors, special tabulation using EDS and OES 2003

## Employment and Wages

Overall, Adams County establishments reported paying wages about a fifth below the statewide all-industries average. The average annual wage was higher in the manufacturing sector (\$41,565) than it was in any other industry in the county. This figure was lower than its counterpart from a year earlier (\$44,626), but well above average annual manufacturing wages from 1998 to 2001. Public administration accounted for more jobs than any sector except trade, transportation & utilities and accounted for more overall pay than

any sector. Public administration was the only sector in which Adams County workers reported higher wages than their statewide counterparts. This is probably largely attributable to the federal prison near Oxford which reports that its employment takes place in Adams County. Education and health care generates more jobs in the county than any other sector. As the elderly population grows and the younger population shrinks, health care growth will outpace education growth.

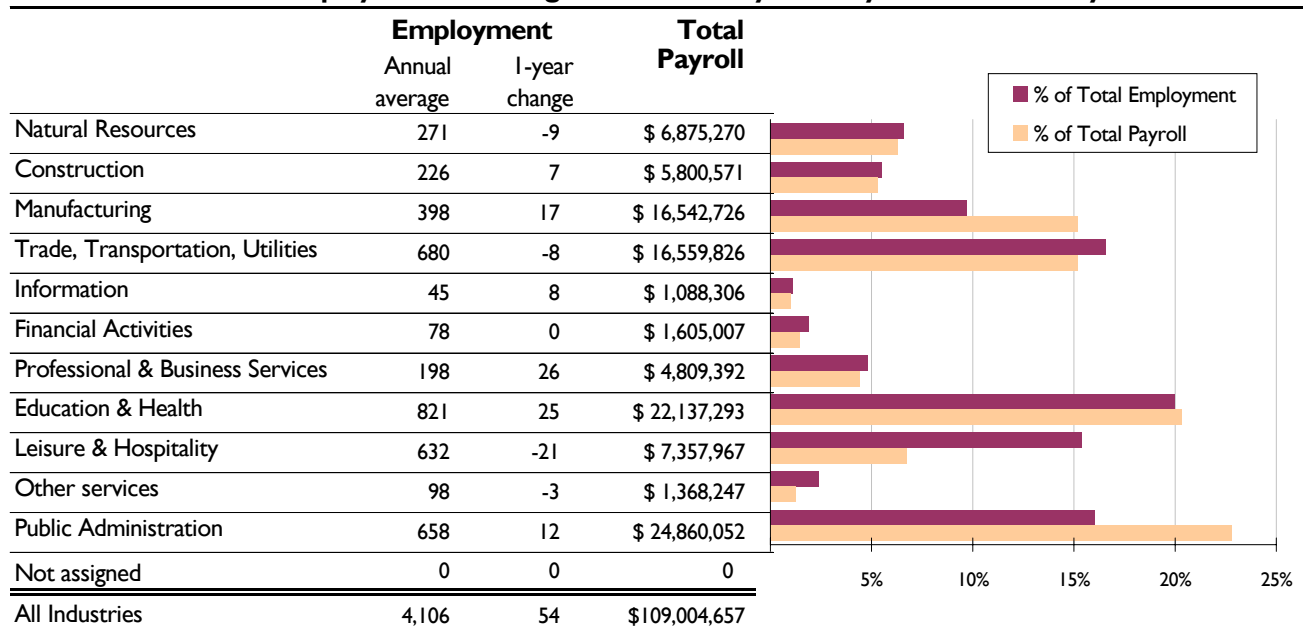
### Average Annual Wage by Industry Division in 2003

	Average Annual Wage		Percent of	1-year
	Wisconsin	Adams County	Wisconsin	% change
All Industries	\$ 33,423	\$ 26,548	79.4%	1.2%
Natural resources	\$ 25,723	\$ 25,370	98.6%	3.4%
Construction	\$ 40,228	\$ 25,666	63.8%	0.0%
Manufacturing	\$ 42,013	\$ 41,565	98.9%	-6.9%
Trade, Transportation, Utilities	\$ 28,896	\$ 24,353	84.3%	2.4%
Information	\$ 39,175	\$ 24,185	61.7%	-8.9%
Financial activities	\$ 42,946	\$ 20,577	47.9%	10.2%
Professional & Business Services	\$ 38,076	\$ 24,290	63.8%	4.7%
Education & Health	\$ 35,045	\$ 26,964	76.9%	2.2%
Leisure & Hospitality	\$ 12,002	\$ 11,642	97.0%	0.4%
Other services	\$ 19,710	\$ 13,962	70.8%	-12.4%
Public Administration	\$ 35,689	\$ 37,781	105.9%	2.4%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

Despite slight job losses between 2002 and 2003, leisure & hospitality remained a prominent source of jobs. With 15 percent of the jobs in the county and less than 7 percent of the wages reported, the leisure and hospitality sector has the lowest average annual wage (\$11,642), which is consistent with statewide trends. Workers in this sector often see their wages limited by two factors: seasonal or part-time schedules and relatively low education and training requirements.

### 2003 Employment and Wage Distribution by Industry in Adams County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004



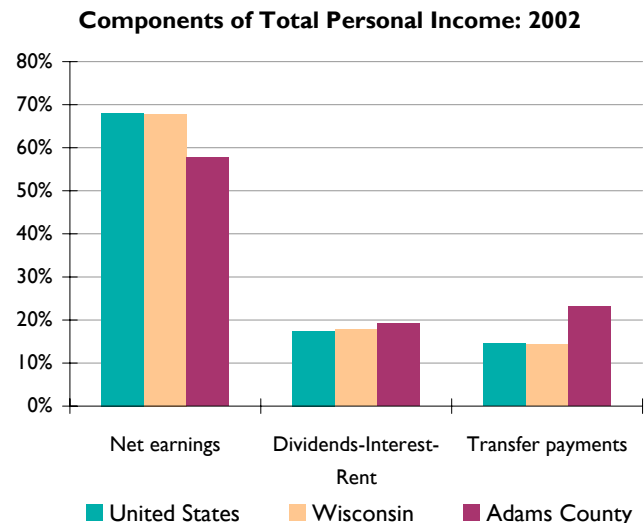
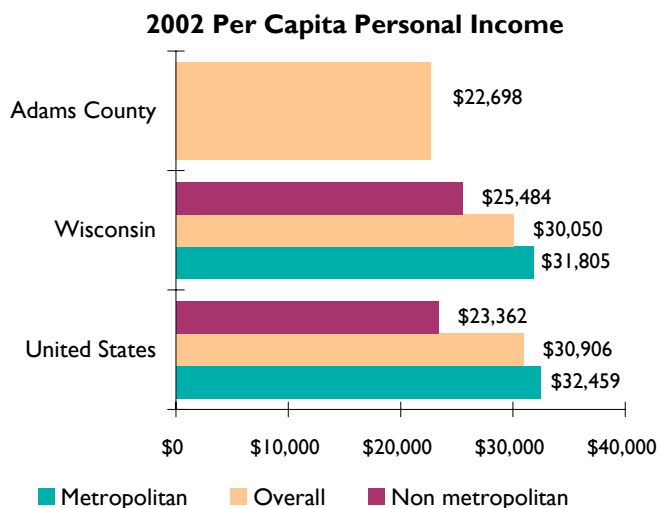
## Per Capita Personal Income

In 2002, Adams County's per capita personal income (PCPI) of \$22,698 was below non-metropolitan Wisconsin's PCPI (\$25,484) and below the national non-metropolitan PCPI (\$23,362). Between 1997 and 2002, the nation, the state and Adams County all saw PCPI increases of 22 to 23 percent, despite the county's PCPI dip in 2000. The inflation-adjusted (current dollar) table in the middle of the page shows that PCPI rose faster than inflation over from 1997 to 2002. In 2001 inflation outpaced national and state PCPI gains.

Growth in PCPI relates to demographic shifts discussed on pages 1-2. As a greater share of the population enters retirement, more residents rely on transfer payments (such as Social Security) and fewer have net earnings (typically associated with employment). Transfer payments are not likely to grow as fast as net earnings. Households with substantial investment income (dividends, interest or rent, including retirement or pension plans) are more likely to consider warmer climates for retirement, so PCPI growth may slow.

	Per Capita Personal Income						Percent Change	
	1997	1998	1999	2000	2001	2002	1 year	5 year
United States	\$25,334	\$26,883	\$27,939	\$29,847	\$30,527	\$30,906	1.2%	22.0%
Wisconsin	\$24,514	\$26,175	\$27,135	\$28,573	\$29,361	\$30,050	2.3%	22.6%
Non-metropolitan WI	\$20,734	\$22,195	\$22,900	\$24,059	\$24,833	\$25,484	2.6%	22.9%
Adams County	\$18,478	\$19,637	\$20,643	\$20,394	\$21,607	\$22,698	5.1%	22.8%
<b>In current dollars (adjusted to U.S. CPI-U)</b>								
United States	\$28,397	\$29,670	\$30,170	\$31,181	\$31,010	\$30,906	-0.3%	8.8%
Wisconsin	\$27,478	\$28,889	\$29,301	\$29,850	\$29,825	\$30,050	0.8%	9.4%
Non-metropolitan WI	\$23,240	\$24,497	\$24,728	\$25,135	\$25,226	\$25,484	1.0%	9.7%
Adams County	\$20,711	\$21,673	\$22,291	\$21,306	\$21,949	\$22,698	3.4%	9.6%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

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**Metropolitan Statistical Area (MSA)** - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

**Non-metropolitan county** - Any county that is not a member of a metropolitan statistical area.

**Net Migration** - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

**Natural Change** - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

**Employed** - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

**Unemployed** - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

**Labor Force** - The sum of the employed and unemployed, whom are at least 16 years of age and older.

**Unemployment Rate** - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

**Labor Force Participation Rate (LFPR)** - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

**Suppressed** - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

**Total Personal Income** - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, and income maintenance program payments.

**Per Capita Personal Income (PCPI)** - Total personal income divided by the total population.

**Current Dollars** - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

**CPI-U** - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.